



Superior Court of California
County of San Luis Obispo
Benefits at a Glance
Subordinate Judicial Officer Unit 25

Pay Practices

| | | |
|-----------------------|-------------|-----------------------------------|
| FICA | 6.20% | FICA wages up to \$90,000 maximum |
| Medicare | 1.45% | Medicare wages with no maximum |
| Overtime | FLSA exempt | |
| Compensating Time Off | FLSA Exempt | |
| Pay Days | Biweekly | |

Leave Provisions

| | | |
|---------------------------|---------------------|--|
| Sick Leave | 12 days/yr | 2080 hrs (260 days max accrual). Paid out @ 50% up to 90 days; 5 years of service required |
| Sick Lv Exchange for Vac. | 80hr for 40hrs | Per calendar year. Must maintain a 30-day balance; 5 years of service required |
| Holiday Pay | 13 days/yr | |
| Personal Leave | 1 day/fiscal year | |
| Vacation (320 hrs cap) | 15 days/yr | Beginning of service to end of fourth year |
| | 20 days/yr | Beginning of fifth year to completion of service |
| Jury Leave | Regular rate of pay | Maximum payoff of 320 hours |
| Military Leave | 30 days | Regular pay while on jury duty/cannot claim jury pay |
| Administrative Leave | 6 days | Per fiscal year |
| Bereavement Leave | 3 days | Per fiscal year. No carry over or pay off for unused time |
| Witness Leave | Regular rate of pay | Per occurrence |
| | | Serving as a witness in a case relating to the employee's job |

Benefits

| | | |
|------------------------------------|-------------------|---|
| Cafeteria Contribution | \$660 mo. | \$440/mo without medical coverage |
| Health Insurance | | Coverage for domestic partners (employee & eligible dependents) |
| Vision Insurance | | Optional for employee |
| Dental Insurance | | Optional for employee |
| Basic Life Insurance | \$50,000 coverage | Employer paid policy |
| Supplemental Life Insurance | | Employee paid/optional |
| Dependent Life Insurance | | Employee paid/optional |
| Long Term Disability Insurance | 66 2/3% of salary | 90 day waiting period |
| Workers' Compensation | | |
| Deferred Comp. | Pretax deduction | Optional for employee |
| Flexible Spending Accounts | Pretax deduction | Per plan year: Medical \$3,000; Dependent Care 5,000 |
| Wellness/Fitness | \$200/fiscal year | Annual allowance (taxable) |
| Tuition Reimbursement | \$250/fiscal year | |
| Employee Assistance Program (EAP) | | Employer paid |
| Post Employment Health Plan (PEHP) | | Tax-free defined contribution health arrangement that is funded with ½ accrued sick leave balances distributed upon separation of employment; 5 years of service required |

Retirement

| | | |
|---------------------------------|--------|-----------------------------------|
| Court Retirement Contribution | 21.83% | Rate x Hourly Rate x Hours worked |
| Court Pickup of Emp. Retirement | 7.74% | Rate x Hourly Rate x Hours worked |

Holidays

January 1st
Third Monday in January (Dr. Martin Luther King, Jr. Day)
February 12th
Third Monday in February
March 31st (Cesar Chavez Day)
Last Monday in May
July 4th
First Monday in September
Second Monday in October
November 11th
Fourth Thursday in November (Thanksgiving Day)
The Friday following Thanksgiving Day
December 25th
Any day appointed by the Governor for a public fast, thanksgiving or holiday

Updated: 01/28/2008

